

CUPA

1983-84

NATIONAL FACULTY SALARY SURVEY

BY

DISCIPLINE AND RANK

IN

PRIVATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120
Washington, D.C. 20036
202/462-1038

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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TABLE OF CONTENTS

	Page
ACKNOWLEDGMENTS	i
TABLE OF CONTENTS	ii
INTRODUCTION.	1
<u>The Background</u>	1
<u>The Need</u>	2
<u>Applications</u>	2
SURVEY RESULTS.	3
<u>Methodology</u>	3
<u>Analysis of Data</u>	3
<u>Definition of Terms</u>	3
APPENDIX A--LIST OF SELECTED DISCIPLINES	7
APPENDIX B--THE DATA TABLES	11
APPENDIX C--LIST OF PARTICIPATING INSTITUTIONS	25

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred four institutions participated in the 1981-82 national pilot, and 299 institutions participated in the 1982-83 annual survey of private colleges and universities.

This 1983-84 survey of 355 private colleges and universities is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Beginning this year (1983), the survey will be conducted every fall semester and will include most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that more current data can be effectively used by line administrators.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Applications

This survey effort attempts to address these needs by collecting data on 48 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 355 colleges and universities which participated in the study.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget, and FTE of students, an institution can request "special studies" comparing itself with a group of peers using these characteristics for selection. These special studies are available through CUPA. No institutional data will be released by CUPA. The special study data is aggregate data.

SURVEY RESULTS

Methodology

This CUPA 1983-84 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 48 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). (The survey results are found in Appendix B—The Data Tables.) Data for almost 32,000 faculty members at 355 private institutions (see Appendix C) were collected and tabulated.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

- SALARY—based on a nine- or ten-month academic year salary of full-time faculty only—does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.
- AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.
- HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.
- LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

- **FAC MIX PCT**—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.
- **SALARY FACTOR**—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.
- **NUM**—the number of faculty members whose salaries were included to compute the average salary.
- **N/IS**—the number of institutions that have reported salary data for a given academic rank and discipline/major field.
- **PARTICIPATING INSTITUTIONS**—the number of institutions responding to the survey questionnaire.
- **NEW ASST PROF**—the grouping of assistant professors who were hired for the first time in the Fall of 1983. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Although no overall analysis has been undertaken in this report, it important to illustrate the type of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS and COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39081	193	87	29420	193	102	23647	274	130	22589	42	36	20637	68	45	28988	728	176
HIGH SALARY	67000			51000			38420			34000			33565			67000		
LOW SALARY	20300			16500			13616			16000			10740			10740		
FAC MIX PCT	0.27			0.27			0.38			0.06			0.09			1.00		
SALARY FACTOR	1.16			1.13			1.11			1.07			1.20			1.11		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32225	138	67	25512	202	93	20546	260	111	20232	31	26	16417	99	58	23702	699	162
HIGH SALARY	59000			40349			32313			25000			27075			59000		
LOW SALARY	17769			11083			11474			15000			10000			10000		
FAC MIX PCT	0.20			0.29			0.37			0.04			0.14			1.00		
SALARY FACTOR	0.95			0.98			0.96			0.96			0.96			0.91		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat higher for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	728	176
C	699	162

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	39081	29420	23647	22589	20637	28988
C	32225	25512	20546	20232	16417	23702

3. High and Low Salaries. For every rank in BUSINESS ECONOMICS the "high salary" is higher in COMMUNICATIONS, and the "low salary" is also higher for every rank in BUSINESS ECONOMICS:

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	67000	51000	38420	34000	33565	67000
C	59000	40349	32313	25000	27075	59000

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	20300	16500	13616	16000	10740	10740
C	17769	11083	11474	15000	10000	10000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 27 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNICATIONS where 20 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.27	.27	.38	.06	.09	1.00
C	.20	.29	.37	.04	.14	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.05	.21	.49	.07	.25	1.00
PR	.41	.28	.26	.03	.04	1.00
AMF	.29	.30	.32	.04	.09	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of INSTRUCTOR is 20 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 24 percent above the average salary of INSTRUCTORS in COMMUNICATIONS (C). The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.16	1.13	1.11	1.07	1.20	1.11
C	0.95	0.98	0.96	0.96	0.96	0.91

APPENDIX A

LIST OF SELECTED DISCIPLINES*

<u>TABLE</u>		<u>PAGE</u>
1	DISCIPLINE: AGRICULTURE & NATURAL RESOURCES MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODUCTION—01. (0100) .	12
2	DISCIPLINE: ARCHITECTURE & ENVIRONMENTAL DESIGN MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN—04. (0200)	12
3	DISCIPLINE: AREA STUDIES* MAJOR FIELD: AREA AND ETHNIC STUDIES—05. (0300)	12
4	DISCIPLINE: BIOLOGICAL SCIENCES MAJOR FIELD: LIFE SCIENCES—26. (0400)	12
5	DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: BUSINESS & MANAGEMENT—06. (0500)	13
6	DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: ACCOUNTING—06.02 (0502)	13
7	DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT—06.04 (0506) .	13
8	DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS—07.0601 (0514) . . .	13
9	DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: BUSINESS ECONOMICS—06.05 (0517)	14
10	DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS—09. (0600)	14
11	DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATION TECHNOLOGIES—10. (0605)	14

*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

TABLEPAGE

12	DISCIPLINE: COMPUTER & INFORMATION SCIENCES MAJOR FIELD: COMPUTER & INFORMATION SCIENCES—11. (0700)	14
13	DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION—13. (0800)	15
14	DISCIPLINE: EDUCATION MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS—13.12 (0801) . .	15
15	DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION ADMINISTRATION—13.04 (0805)	15
16	DISCIPLINE: EDUCATION MAJOR FIELD: SPECIAL EDUCATION—13.10 (0808)	15
17	DISCIPLINE: EDUCATION MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SERVICES—13.11 (0826)	16
18	DISCIPLINE: EDUCATION MAJOR FIELD: CURRICULUM AND INSTRUCTION—13.03 (0829)	16
19	DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION—13.1315 (0830)	16
20	DISCIPLINE: EDUCATION MAJOR FIELD: PHYSICAL EDUCATION—13.1314 (0835)	16
21	DISCIPLINE: ENGINEERING MAJOR FIELD: ENGINEERING—14. (0900)	17
22	DISCIPLINE: FINE & APPLIED ARTS MAJOR FIELD: VISUAL AND PERFORMING ARTS—50. (1000)	17
23	DISCIPLINE: FINE & APPLIED ARTS MAJOR FIELD: FINE ARTS—50.07 (1002)	17
24	DISCIPLINE: FINE & APPLIED ARTS MAJOR FIELD: MUSIC—50.09 (1005)	17
25	DISCIPLINE: FINE & APPLIED ARTS MAJOR FIELD: DRAMATIC ARTS—50.05 (1007)	18
26	DISCIPLINE: FOREIGN LANGUAGES MAJOR FIELD: FOREIGN LANGUAGES—16. (1100)	18
27	DISCIPLINE: HEALTH PROFESSIONS MAJOR FIELD: NURSING—18.11 (1203)	18
28	DISCIPLINE: HEALTH PROFESSIONS MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY—10.01 (1220)	18

TABLEPAGE

29	DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS—19. (1300)	19
30	DISCIPLINE: LETTERS MAJOR FIELD: LETTERS—23. (1500)	19
31	DISCIPLINE: LETTERS MAJOR FIELD: PHILOSOPHY AND RELIGION—38. (1509)	19
32	DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES—25. (1600)	19
33	DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS—27. (1700)	20
34	DISCIPLINE: MILITARY SCIENCES MAJOR FIELD: MILITARY SCIENCES—28. (1800)	20
35	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES—40. (1900)	20
36	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS—40.08 (1902)	20
37	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY—40.05 (1905)	21
38	DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOGRAPHICAL SCIENCES—40.06 (1914)	21
39	DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY—42. (2000)	21
40	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES—45. (2200)	21
41	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ANTHROPOLOGY—45.02 (2202)	22
42	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: HISTORY—45.08 (2205)	22
43	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: GEOGRAPHY—45.07 (2206)	22
44	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: POLITICAL SCIENCE—45.10 (2207)	22
45	DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY—45.11 (2208)	23

<u>TABLE</u>	<u>PAGE</u>
46 DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: INTERNATIONAL RELATIONS—45.09 (2210)	23
47 DISCIPLINE: THEOLOGY MAJOR FIELD: THEOLOGY—39. (2300)	23
48 DISCIPLINE: INTERDISCIPLINARY STUDIES MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES—30. (4900)	23
49 ALL DISCIPLINE AVERAGES ALL MAJOR FIELDS	24

APPENDIX B

THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES,
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31530	7	4	22567	10	3	18343	10	9				15680	8	7	21579	35	18
HIGH SALARY	47700			36117			25000						21855			47700		
LOW SALARY	20213			16740			13500						10000			10000		
FAC MIX PCT	0.20			0.29			0.29						0.23			1.00		
SALARY FACTOR	0.93			0.87			0.86						0.91			0.83		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN

AVERAGE SALARY	33887	23	6	31093	25	5	21916	21	6	21000	2	2	21750	2	1	29020	71	9
HIGH SALARY	47100			46500			34750			23000			23500			47100		
LOW SALARY	24750			20400			14000			19000			20000			14000		
FAC MIX PCT	0.32			0.35			0.30			0.03			0.03			1.00		
SALARY FACTOR	1.00			1.19			1.03			1.00			1.27			1.11		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES

AVERAGE SALARY	33897	7	4	28812	17	9	23251	12	10	20000	1	1	19222	2	2	27488	38	16
HIGH SALARY	45900			35000			28782			20000			20254			45900		
LOW SALARY	20975			22000			18000			20000			18190			18000		
FAC MIX PCT	0.18			0.45			0.32			0.03			0.05			1.00		
SALARY FACTOR	1.00			1.10			1.09			0.95			1.12			1.05		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES

AVERAGE SALARY	33484	616	222	25843	496	217	21090	417	200	20508	43	34	15800	82	55	27023	1611	292
HIGH SALARY	99999			83123			67455			28000			35338			99999		
LOW SALARY	16300			13506			12979			15000			8611			8611		
FAC MIX PCT	0.38			0.31			0.26			0.03			0.05			1.00		
SALARY FACTOR	0.99			0.99			0.99			0.98			0.92			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

	PROFESSOR			ASSOC PROF			ASST / PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	38028	254	79	30147	332	92	25265	404	104	26063	64	37	20068	99	51	29257	1089	144
HIGH SALARY	67500			50000			40000			38500			30000			67500		
LOW SALARY	18960			16400			14200			16000			10740			10740		
FAC MIX PCT	0.23			0.30			0.37			0.06			0.09			1.00		
SALARY FACTOR	1.13			1.16			1.18			1.24			1.17			1.12		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

AVERAGE SALARY	38016	132	63	30940	191	95	25193	311	141	23692	42	35	19693	76	46	28534	710	179
HIGH SALARY	71000			54000			44000			41000			35000			71000		
LOW SALARY	18960			16500			12000			12000			10470			10470		
FAC MIX PCT	0.19			0.27			0.44			0.06			0.11			1.00		
SALARY FACTOR	1.13			1.19			1.18			1.13			1.15			1.09		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM

AVERAGE SALARY	40014	293	96	30017	397	146	24322	496	165	24370	69	51	18339	130	68	28942	1316	203
HIGH SALARY	82000			47913			41500			50635			35000			82000		
LOW SALARY	18107			15000			10000			10000			10740			10000		
FAC MIX PCT	0.22			0.30			0.38			0.05			0.10			1.00		
SALARY FACTOR	1.18			1.15			1.14			1.16			1.07			1.11		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS

AVERAGE SALARY	25733	7	5	22279	10	10	17267	43	28	17495	2	2	14829	20	12	18025	80	42
HIGH SALARY	32485			32805			24700			18990			20280			32805		
LOW SALARY	19908			18982			11562			16000			9000			9000		
FAC MIX PCT	0.09			0.13			0.54			0.03			0.25			1.00		
SALARY FACTOR	0.76			0.85			0.81			0.83			0.86			0.69		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS	
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM N/IS
AVERAGE SALARY	39081	193	87	29420	193	102	23647	274	130	22589	42	36	20637	68	45	28988	728 176
HIGH SALARY	67000			51000			38420			34000			33565			67000	
LOW SALARY	20300			16500			13616			16000			10740			10740	
FAC MIX PCT	0.27			0.27			0.38			0.06			0.09			1.00	
SALARY FACTOR	1.16			1.13			1.11			1.07			1.20			1.11	

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

AVERAGE SALARY	32225	138	67	25512	202	93	20546	260	111	20232	31	26	16417	99	58	23702	699 162
HIGH SALARY	59000			40349			32313			25000			27075			59000	
LOW SALARY	17769			11083			11474			15000			10000			10000	
FAC MIX PCT	0.20			0.29			0.37			0.04			0.14			1.00	
SALARY FACTOR	0.95			0.98			0.96			0.96			0.96			0.94	

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES

AVERAGE SALARY	26295	5	5	23205	14	11	19950	37	23	20814	5	5	15006	9	6	20455	65 29
HIGH SALARY	33600			31400			27200			27200			16500			33600	
LOW SALARY	22800			16500			15860			17232			14000			14000	
FAC MIX PCT	0.08			0.22			0.57			0.08			0.14			1.00	
SALARY FACTOR	0.78			0.89			0.93			0.99			0.87			0.78	

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

AVERAGE SALARY	35634	88	55	28470	142	78	24342	229	118	23161	53	44	19422	112	75	26144	571 179
HIGH SALARY	59500			43350			38000			33500			29430			59500	
LOW SALARY	18062			17760			10000			10000			10740			10000	
FAC MIX PCT	0.15			0.25			0.40			0.09			0.20			1.00	
SALARY FACTOR	1.06			1.09			1.14			1.10			1.13			1.00	

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

	PROFESSOR			ASSOC. PROF.			ASST. PROF.			NEW ASST. PROF.			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31693	352	133	25423	414	152	20885	337	153	19534	32	29	17058	81	53	25423	1184	211
HIGH SALARY	61976			49725			34521			27500			27700			61976		
LOW SALARY	14000			14000			12749			14500			10740			10740		
FAC MIX PCT	0.30			0.35			0.28			0.03			0.07			1.00		
SALARY FACTOR	0.94			0.97			0.98			0.93			0.99			0.97		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS

AVERAGE SALARY	27440	124	75	23223	117	67	19072	137	78	19981	14	13	15732	22	19	22696	400	114
HIGH SALARY	46200			39700			28000			26000			20537			46200		
LOW SALARY	15465			15535			14208			15500			11882			11882		
FAC MIX PCT	0.31			0.29			0.34			0.04			0.06			1.00		
SALARY FACTOR	0.81			0.89			0.89			0.95			0.92			0.87		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION

AVERAGE SALARY	29067	21	11	27319	17	10	21538	17	12	22500	1	1	15185	3	2	25629	58	2
HIGH SALARY	52404			35861			28326			22500			18549			52404		
LOW SALARY	18960			16400			15000			22500			11405			11405		
FAC MIX PCT	0.36			0.29			0.29			0.02			0.05			1.00		
SALARY FACTOR	0.86			1.05			1.01			1.07			0.88			0.98		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION

AVERAGE SALARY	29348	23	18	22824	37	24	19144	32	21	19255	5	4	17191	15	12	22336	107	46
HIGH SALARY	46860			31610			24050			22050			23600			46860		
LOW SALARY	19500			13850			15000			17200			13725			13725		
FAC MIX PCT	0.21			0.35			0.30			0.05			0.14			1.00		
SALARY FACTOR	0.87			0.87			0.90			0.92			1.00			0.86		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	28859	16	13	24991	24	13	21281	8	8	23220	1	1	15842	3	2	25084	51	20
HIGH SALARY	40005			30160			25100			23220			20280			40005		
LOW SALARY	20242			16500			16600			23220			10740			10740		
FAC MIX PCT	0.31			0.47			0.16			0.02			0.06			1.00		
SALARY FACTOR	0.85			0.96			1.00			1.10			0.92			0.96		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

AVERAGE SALARY	35424	33	10	29583	35	8	21299	13	8				16506	2	1	30292	83	14
HIGH SALARY	56400			38999			28326						16506			56400		
LOW SALARY	18960			19475			14000						16506			14000		
FAC MIX PCT	0.40			0.42			0.16						0.02			1.00		
SALARY FACTOR	1.05			1.13			1.00						0.96			1.16		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

AVERAGE SALARY	39064	14	3	27956	16	9	20801	21	13	20000	1	1	15552	8	7	26363	59	25
HIGH SALARY	51119			36499			27310			20000			16800			51119		
LOW SALARY	24670			16500			14000			20000			12000			12000		
FAC MIX PCT	0.24			0.27			0.36			0.02			0.14			1.00		
SALARY FACTOR	1.16			1.07			0.97			0.95			0.91			1.01		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

AVERAGE SALARY	29568	173	104	23998	300	150	20329	400	176	17885	20	19	16747	269	122	21848	1142	224
HIGH SALARY	55600			39650			35200			30000			30000			55600		
LOW SALARY	10000			12417			11000			13200			10800			10000		
FAC MIX PCT	0.15			0.26			0.35			0.02			0.24			1.00		
SALARY FACTOR	0.88			0.92			0.95			0.85			0.97			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	42393	471	44	31705	286	46	28438	241	42	28662	46	26	22563	30	13	35569	1028	50
HIGH SALARY	70000			51700			36400			35000			36000			70000		
LOW SALARY	10481			17000			13450			18000			11405			10481		
FAC MIX PCT	0.46			0.28			0.23			0.04			0.03			1.00		
SALARY FACTOR	1.26			1.22			1.33			1.36			1.31			1.36		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS

AVERAGE SALARY	30338	100	41	24441	148	61	19913	171	62	19961	22	15	17215	36	23	23464	455	90
HIGH SALARY	52450			39150			33600			24575			22800			52450		
LOW SALARY	19278			15500			9675			15205			13300			9675		
FAC MIX PCT	0.22			0.33			0.38			0.05			0.08			1.00		
SALARY FACTOR	0.90			0.94			0.93			0.95			1.00			0.90		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS

AVERAGE SALARY	31587	190	105	24189	258	132	19950	273	144	18892	30	22	16882	49	40	24046	770	207
HIGH SALARY	67000			40070			33260			25000			25280			67000		
LOW SALARY	15750			10000			10000			11200			12000			10000		
FAC MIX PCT	0.25			0.34			0.35			0.04			0.06			1.00		
SALARY FACTOR	0.94			0.93			0.93			0.90			0.98			0.92		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

AVERAGE SALARY	29566	425	172	23757	417	184	19430	457	187	18888	44	39	16158	117	74	23476	1416	260
HIGH SALARY	68000			42281			31513			26000			37850			68000		
LOW SALARY	15437			13836			11550			13000			7865			7865		
FAC MIX PCT	0.30			0.29			0.32			0.03			0.08			1.00		
SALARY FACTOR	0.88			0.91			0.91			0.90			0.94			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33242	94	56	25117	131	80	20166	164	94	19463	24	19	17038	55	43	24008	444	152
HIGH SALARY	53450			40553			30304			25000			27997			53450		
LOW SALARY	20502			16804			14100			14700			11550			11550		
FAC MIX PCT	0.21			0.30			0.37			0.05			0.12			1.00		
SALARY FACTOR	0.98			0.96			0.94			0.93			0.99			0.92		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

AVERAGE SALARY	32822	430	182	25773	573	202	20801	498	186	19182	60	44	16940	131	68	25404	1632	278
HIGH SALARY	62400			42226			35205			26500			28000			62400		
LOW SALARY	16500			13925			9250			9250			9500			9250		
FAC MIX PCT	0.26			0.35			0.31			0.04			0.08			1.00		
SALARY FACTOR	0.97			0.99			0.97			0.91			0.99			0.97		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING

AVERAGE SALARY	31111	82	49	24707	333	92	20253	800	131	19586	109	61	16891	402	87	20885	1617	137
HIGH SALARY	46200			45000			34500			27000			28350			46200		
LOW SALARY	18805			15158			14000			15000			10740			10740		
FAC MIX PCT	0.05			0.21			0.49			0.07			0.25			1.00		
SALARY FACTOR	0.92			0.95			0.95			0.93			0.98			0.80		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY

AVERAGE SALARY	38548	25	10	26198	33	16	22333	50	20	22410	5	5	17409	12	8	26281	120	27
HIGH SALARY	55600			36400			32788			24500			21935			55600		
LOW SALARY	18500			16500			12636			20000			13343			12636		
FAC MIX PCT	0.21			0.28			0.42			0.04			0.10			1.00		
SALARY FACTOR	1.14			1.00			1.04			1.07			1.01			1.01		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	28919	22	16	22582	59	35	19412	84	43	18489	9	9	15983	45	27	20563	210	57
HIGH SALARY	40249			31809			28683			21000			19620			40249		
LOW SALARY	18600			16635			12780			13963			11252			11252		
FAC MIX PCT	0.10			0.28			0.40			0.04			0.21			1.00		
SALARY FACTOR	0.86			0.87			0.91			0.88			0.92			0.79		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

AVERAGE SALARY	31608	588	207	24633	594	187	19740	527	193	19002	58	47	15725	153	77	24718	1862	249
HIGH SALARY	68800			40511			30520			24685			25304			68800		
LOW SALARY	13780			13000			10300			14000			8610			8610		
FAC MIX PCT	0.32			0.32			0.28			0.03			0.08			1.00		
SALARY FACTOR	0.94			0.94			0.92			0.90			0.92			0.95		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION

AVERAGE SALARY	30991	623	235	25217	426	194	20304	399	177	19122	45	41	16404	61	49	25945	1509	302
HIGH SALARY	67555			43835			32000			24000			24815			67555		
LOW SALARY	6900			15700			7000			14500			8025			6900		
FAC MIX PCT	0.41			0.28			0.26			0.03			0.04			1.00		
SALARY FACTOR	0.92			0.97			0.95			0.91			0.95			0.99		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES

AVERAGE SALARY	32628	7	4	22541	34	21	18836	44	25	18640	5	5	16629	17	11	20649	102	33
HIGH SALARY	38400			34600			28015			25000			21450			38400		
LOW SALARY	27176			17096			12825			14500			13000			12825		
FAC MIX PCT	0.07			0.33			0.43			0.05			0.17			1.00		
SALARY FACTOR	0.97			0.86			0.88			0.89			0.97			0.79		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34633	489	203	25676	504	233	21427	544	222	20635	100	77	17093	175	106	26007	1712	327
HIGH SALARY	66000			44800			35000			35000			28000			66000		
LOW SALARY	10500			12846			10000			10000			10200			10000		
FAC MIX PCT	0.29			0.29			0.32			0.06			0.10			1.00		
SALARY FACTOR	1.03			0.98			1.00			0.98			1.00			1.00		

DISCIPLINE: MILITARY SCIENCES
MAJOR FIELD: MILITARY SCIENCES

AVERAGE SALARY	20000	2	1	17000	3	2							18200	5	2
HIGH SALARY	20000			21000									21000		
LOW SALARY	20000			15000									15000		
FAC MIX PCT	0.40			0.60									1.00		
SALARY FACTOR	0.77			0.80									0.70		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES

AVERAGE SALARY	28949	51	25	24645	62	30	19923	52	30	17525	6	6	16678	15	10	23836	180	53
HIGH SALARY	42000			40000			33180			20300			21100			42000		
LOW SALARY	20600			14000			14400			14500			10740			10740		
FAC MIX PCT	0.28			0.34			0.29			0.03			0.08			1.00		
SALARY FACTOR	0.86			0.94			0.93			0.83			0.97			0.91		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS

AVERAGE SALARY	36461	351	145	27650	206	115	22348	149	102	20998	26	26	17353	20	18	30538	726	215
HIGH SALARY	68410			43700			33000			28750			21400			68410		
LOW SALARY	18000			17010			14960			15000			10740			10740		
FAC MIX PCT	0.48			0.28			0.21			0.04			0.03			1.00		
SALARY FACTOR	1.08			1.06			1.05			1.00			1.01			1.17		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33361	586	248	25676	322	185	20627	254	152	19394	46	41	16118	36	30	28077	1198	310
HIGH SALARY	67000			41500			28800			24950			27500			67000		
LOW SALARY	17000			14708			14470			15000			10740			10740		
FAC MIX PCT	0.49			0.27			0.21			0.04			0.03			1.00		
SALARY FACTOR	0.99			0.98			0.97			0.92			0.94			1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOGRAPHICAL SCIENCES

AVERAGE SALARY	38644	98	40	28565	52	32	23402	54	32	23411	9	8	18124	5	5	31707	209	55
HIGH SALARY	66500			37650			32200			31500			20300			66500		
LOW SALARY	19700			19080			15850			18000			12200			12200		
FAC MIX PCT	0.47			0.25			0.26			0.04			0.02			1.00		
SALARY FACTOR	1.14			1.10			1.09			1.11			1.06			1.22		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

AVERAGE SALARY	33616	472	201	25088	480	229	20211	437	216	19982	41	36	16183	45	40	26129	1434	317
HIGH SALARY	58800			42900			31250			31250			20570			58800		
LOW SALARY	16000			15725			5880			9000			10740			5880		
FAC MIX PCT	0.33			0.33			0.30			0.03			0.03			1.00		
SALARY FACTOR	1.00			0.96			0.95			0.95			0.94			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

AVERAGE SALARY	31609	127	46	24263	203	73	19999	201	74	20212	17	11	16712	33	14	23955	564	97
HIGH SALARY	49500			44380			33000			25000			23645			49500		
LOW SALARY	17277			12288			11025			16000			10740			10740		
FAC MIX PCT	0.23			0.36			0.36			0.03			0.06			1.00		
SALARY FACTOR	0.94			0.93			0.94			0.96			0.97			0.92		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	36387	74	30	27828	74	41	21922	60	35	22750	5	4	15330	5	5	28844	213	64
HIGH SALARY	65000			38250			29000			26000			17800			65000		
LOW SALARY	20670			16500			15000			20000			13520			13520		
FAC MIX PCT	0.35			0.35			0.28			0.02			0.02			1.00		
SALARY FACTOR	1.08			1.07			1.03			1.08			0.89			1.11		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

AVERAGE SALARY	32561	632	246	25760	435	206	20348	278	156	19125	34	33	16651	39	32	27522	1384	303
HIGH SALARY	72000			45672			32400			25000			21500			72000		
LOW SALARY	17006			12920			7800			12500			6000			6000		
FAC MIX PCT	0.46			0.31			0.20			0.02			0.03			1.00		
SALARY FACTOR	0.96			0.99			0.95			0.91			0.97			1.06		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

AVERAGE SALARY	36178	38	19	27627	32	20	22805	30	18	21350	2	2	15523	6	3	28642	106	34
HIGH SALARY	59920			36920			30076			21700			20280			59920		
LOW SALARY	21553			18300			18097			21000			10740			10740		
FAC MIX PCT	0.36			0.30			0.28			0.02			0.06			1.00		
SALARY FACTOR	1.07			1.06			1.07			1.02			0.90			1.10		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE

AVERAGE SALARY	35216	305	137	26669	265	134	21319	252	140	20307	33	28	17617	33	28	27791	855	226
HIGH SALARY	64700			49000			29646			28350			23000			64700		
LOW SALARY	18960			14300			13702			14351			10740			10740		
FAC MIX PCT	0.36			0.31			0.29			0.04			0.04			1.00		
SALARY FACTOR	1.04			1.02			1.00			0.97			1.03			1.07		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33576	244	137	25240	329	185	20366	311	177	20137	26	22	16523	44	36	25385	928	270
HIGH SALARY	83500			38700			31600			26250			21000			83500		
LOW SALARY	17955			14407			13500			15780			7409			7409		
FAC MIX PCT	0.26			0.35			0.34			0.03			0.05			1.00		
SALARY FACTOR	0.99			0.97			0.95			0.96			0.96			0.97		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: INTERNATIONAL RELATIONS

AVERAGE SALARY	35863	31	5	28672	15	8	25084	5	4	23500	2	2				32691	51	11
HIGH SALARY	50750			39500			34200			26000						50750		
LOW SALARY	24500			19557			18020			21000						18020		
FAC MIX PCT	0.61			0.29			0.10			0.04						1.00		
SALARY FACTOR	1.06			1.10			1.17			1.12						1.25		

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY

AVERAGE SALARY	30903	204	68	25167	212	74	20901	151	69	19003	12	12	16875	33	29	25587	600	98
HIGH SALARY	55900			36400			31000			24000			22000			55900		
LOW SALARY	15550			13978			14523			16500			9000			9000		
FAC MIX PCT	0.34			0.35			0.25			0.02			0.06			1.00		
SALARY FACTOR	0.91			0.96			0.98			0.90			0.98			0.98		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES

AVERAGE SALARY	35263	23	11	27727	44	14	23453	49	12				16040	42	6	24391	158	26
HIGH SALARY	55000			42300			38640						18404			55000		
LOW SALARY	22750			17848			13536						13500			13500		
FAC MIX PCT	0.15			0.28			0.31						0.27			1.00		
SALARY FACTOR	1.04			1.06			1.10						0.93			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	33776	9301	26086	9518	21373	10017	21023	1244	17178	2749	26080	31585 395
HIGH SALARY	99999		83123		67455		50635		37850		99999	
LOW SALARY	6900		10000		5880		9000		6000		5880	
FAC MIX PCT	0.29		0.30		0.32		0.04		0.09		1.00	
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	

A

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

Abilene Christian University (TX)	Bluffton College (OH)
Adrian College (MI)	Boricua College (NY)
Albertus Magnus College (CT)	Boston College (MA)
Albion College (MI)	Boston University (MA)
Alderson-Broadbent College (WV)	Bradley University (IL)
Alfred University (NY)	Briar Cliff College (IA)
Alma College (MI)	Bridgewater College (VA)
Alverno College (WI)	Bryant College (RI)
American College (PA)	Bryn Mawr College (PA)
American University (DC)	Bucknell University (PA)
Anna Maria College (MA)	Butler University (IN)
Aquinas College (MI)	California Baptist College (CA)
Arkansas College	Canisius College (NY)
Asbury College (KY)	Capital University (OH)
Assumption College (MA)	Carroll College (MT)
Augsburg College (MN)	Catawba College (NC)
Augustana College (SD)	Cedar Crest College (PA)
Aurora College (IL)	Cedarville College (OH)
Averett College (VA)	Centenary College (NJ)
Avila College (MO)	Central University of Iowa
Azusa Pacific University (CA)	Central Wesleyan College (SC)
Babson College (MA)	Chaminade University of Honolulu (HI)
Bard College (NY)	Christian Brothers College (TN)
Barnard College (NY)	Clark University (MA)
Barrington College (RI)	Coe College (IA)
Barry University (FL)	Cogswell College (CA)
Beaver College (PA)	Colgate University (NY)
Bellarmine College (KY)	College of Great Falls (MT)
Beloit College (WI)	College of Idaho
Benedict College (SC)	College Misericordia (PA)
Benedictine College (KS)	College of Mount Saint Vincent (NY)
Bennett College (NC)	College of New Rochelle (NY)
Bentley College (MA)	College of Notre Dame (CA)
Bethany College (KS)	College of Saint Elizabeth (NJ)
Bethany Nazarene College (OK)	College of Saint Rose (NY)
Bethel College (IN)	College of St. Scholastica (MN)
Bethel College (KS)	College of the Holy Cross (MA)
Bethel College (MN)	College of the Ozarks (AR)
Bethel College (TN)	College of Wooster (The) (OH)
Bethune-Cookman College (FL)	Columbia College (MO)
Biola University (CA)	Columbia College (SC)
Birmingham-Southern College (AL)	Concordia College (MI)
Bishop College (TX)	Cooper Union for the Advancement of
Blackburn College (IL)	Science and Art (NY)
Bloomfield College &	Creighton University (NE)
Seminary (NJ)	Culver-Stockton College (MO)

Curry College (MA)	Huntington College (IN)
Dartmouth College (NH)	Husson College (ME)
Davis and Elkins College (WV)	Huston-Tillotson College (TX)
Defiance College (OH)	Illinois Benedictine College
DePaul University (IL)	Illinois College
Depauw University (IN)	Immaculata College (PA)
Dickinson College (PA)	Inter American University of Puerto Rico-Metropolitan Campus
Doane College (NE)	Iona College (NY)
Dominican College of San Rafael (CA)	Ithaca College (NY)
Don Bosco College (NJ)	Jacksonville University (FL)
Dordt College, Inc. (IA)	Jarvis Christian College (TX)
Drake University (IA)	John B. Stetson University (FL)
Drew University (NJ)	John Brown University (AR)
Duquesne University (PA)	John Carroll University (OH)
D'Youville College (NY)	Johns Hopkins University (MD)
East Texas Baptist College	Johnson C. Smith University (NC)
Eastern College (PA)	Judson College (IL)
Eckerd College (FL)	Kansas Wesleyan
Elmhurst College (IL)	Kentucky Wesleyan College
Elms College (MA)	Kenyon College (OH)
Elon College (NC)	Keuka College (NY)
Emmanuel College (MA)	King's College (PA)
Emory & Henry College (VA)	Lafayette College (PA)
Erskine College (SC)	LaGrange College (GA)
Evangel College (MO)	Lakeland College (WI)
Ferrum College (VA)	Lambuth College (TN)
Findlay College (OH)	LaRoche College (PA)
Fonbonne College (MO)	LeTourneau College (TX)
Fordham University (NY)	Liberty Baptist College & Schools (VA)
Franklin and Marshall College (PA)	Limestone College (SC)
Franklin College of Indiana	Lincoln Memorial University (TN)
Furman University (SC)	Loma Linda University (CA)
Gannon University (PA)	Loretto Heights College (CO)
Geneva College (PA)	Loyola College (MD)
George Washington University (DC)	Loyola Marymount University (CA)
George Williams College (IL)	Lubbock Christian College (TX)
Georgetown University (DC)	Luther College (IA)
Gonzaga University (WA)	Lycoming College (PA)
Goshen College (IN)	Lynchburg College (VA)
Goucher College (MD)	MacMurray College (IL)
Graceland College (IA)	Malone College (OH)
Greensboro College (NC)	Manhattanville College (NY)
Guilford College (NC)	Marist College (NY)
Hamline University (MN)	Mary Baldwin College (VA)
Hanover College (IN)	Marymount College (NY)
Hartwick College (NY)	Marymount Manhattan College (NY)
Hawaii Loa College	Maryville College (MO)
Heidelberg College (OH)	Maryville College (TN)
High Point College (NC)	Marywood College (PA)
Hood College (MD)	McPherson College (KS)
Hope College (MI)	Mercy College (NY)
Howard Payne University (TX)	Mercy College of Detroit (MI)

Meredith College (NC)
 Merrimack College (MA)
 Millikin University (IL)
 Mills College (CA)
 Molloy College (NY)
 Monmouth College (NJ)
 Moravian College (PA)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Mary College (WI)
 Mount Marty College (SD)
 Mount Saint Clare College (IA)
 Mount Saint Mary's College (MD)
 Mount Senario College (WI)
 Mount Vernon College (DC)
 Mundelein College (IL)
 Muskingum College (OH)
 Nazareth College at Kalamazoo (MI)
~~Nazareth College of Rochester (NY)~~
 Neumann College (PA)
 Newberry College (SC)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 North Park College (IL)
 Northwestern College (IA)
 Northwestern College (MN)
 Northwestern University (IL)
 Norwich University (VT)
 Ohio Northern University (OH)
 Oklahoma Baptist University
 Oklahoma Christian College
 Ottawa University (KS)
 Otterbein College (OH)
 Our Lady of Holy Cross College (IA)
 Palm Beach Atlantic College (FL)
 Park College (MO)
 Phillips University (OK)
 Pikeville College (KY)
 Point Loma Nazarene College (CA)
 Presbyterian College (SC)
 Queens College (NC)
 Quincy College (IL)
 Quinnipiac College (CT)
 Randolph-Macon College (VA)
 Reed College (OR)
 Regis College (CO)
 Regis College (MA)
 Rice University (TX)
 Rider College (NJ)
 Ripon College (WI)
 Rockford College (IL)
 Rockhurst College (MO)

Rosemont College of the Holy Child
 Jesus (PA)
 Sacred Heart College (NC)
 St. Anselm College (NH)
 St. Andrews Presbyterian College (NC)
 St. Boneventure University (NY)
 St. Francis College (NY)
 St. John's University (MN)
 St. Joseph College (CT)
 St. Joseph's College (IN)
 St. Leo College (FL)
 St. Martin's College (WA)
 St. Mary College (KS)
 St. Mary's College of California
 St. Mary's Dominican College (LA)
 St. Mary's University (TX)
 St. Norbert College (WI)
 St. Paul's College (VA)
 St. Peter's College (NJ)
 St. Vincent College (PA)
 St. Xavier College (IL)
 Salem College (NC)
 Salem College (WV)
 Salve Regina-The Newport College (RI)
 Scarritt College (TN)
 School of the Ozarks (MO)
 Seattle University (WA)
 Seton Hill College (PA)
 Siena College (NY)
 Siena Heights College (MI)
 Simpson College (CA)
 Simpson College (IA)
 Sioux Falls College (SD)
 Southern California College
 Southern College of Seventh-Day
 Adventist (TN)
 Southern Methodist University (TX)
 Southwestern at Memphis (TN)
 Southwestern College (KS)
 Southwestern University (TX)
 Spalding College (KY)
 Spelman College (GA)
 Spring Hill College (AL)
 Springfield College (MA)
 Suffolk University (MA)
 Sweet Briar College (VA)
 Syracuse University (NY)
 Tabor College (KS)
 Taylor University (IN)
 Texas Christian University
 Texas College
 Texas Lutheran College

Thiel College (PA)	Virginia Union University (VA)
Thomas More College (KY)	Viterbo College (WI)
Transylvania University (KY)	Wabash College (IN)
Trinity College (CT)	Wagner College (NY)
Trinity College (DC)	Walsh College (OH)
Trinity College (IL)	Warner Pacific College (OR)
Trinity College (TX)	Warner Southern College (FL)
Trinity College (VT)	Washington and Jefferson College (PA)
Tri-State University (IN)	Washington and Lee University (VA)
University of Dallas (TX)	Waynesburg College (PA)
University of Dayton (OH)	West Virginia Wesleyan College
University of Dubuque (IA)	Western Baptist College (OR)
University of LaVerne (CA)	Western Maryland College
University of Mary	Western New England College (MA)
Hardin Baylor (TX)	Westmar College (IA)
University of Miami (FL)	Westminster College of Salt Lake
University of New England-	City (UT)
Undergraduate Colleges (ME)	Wheeling College (OH)
University of New Haven (CT)	Whitman College (WA)
University of Portland (OR)	Whittier College (CA)
University of San Diego (CA)	Widener University (PA)
University of San Francisco (CA)	Wilkes College (PA)
University of Santa Clara (CA)	William Jewell College (MO)
University of Scranton (PA)	William Penn College (IA)
University of the Sacred Heart (PR)	Williams College (MA)
University of the South, The (TN)	Wilmington College (DE)
University of Tampa (FL)	Wilmington College (OH)
University of Tulsa (OK)	Wilson College (PA)
Ursuline College (OH)	Wittenberg University (OH)
Valparaiso University (IN)	Xavier University (OH)
Villa Maria College (PA)	York College of Pennsylvania